



THE EDUCATOR SUPPLY AND DEMAND DASHBOARD ACT

Model Policy
ExcelinEd, 2023

SECTION 1. PURPOSE

This Act establishes a statewide Educator Supply and Demand Data Dashboard (“the Dashboard”) that provides the state, school districts, educator preparation providers, and other stakeholders clear and timely access to data related to educator shortages and retention that can inform policy, programmatic, and hiring decisions. This Act codifies longitudinal data collection, reporting, and analysis related to educator supply and demand in the state, including data related to school, district, and subject-area teacher vacancies, enrollment in education preparation programs, and number and distribution of valid educator licenses.

SECTION 2. DEFINITIONS

1. “Approved educator preparation program” (EPP) means any state-approved teacher or principal education program, including public, private, and alternative certification providers, authorized by the state to prepare individuals to fulfill the state’s licensure requirements.
2. “Department” is the state Department of Education, or its designee.
3. “Educator” is an individual hired at a K-12 public or charter school in an administrative, teaching, or support position that requires a state license.
4. “Educator license” is a license or credential issued by the state to work as an educator at a public school.
5. “Endorsement” means the subject and/or grade level for which a licensed educator is prepared to provide instruction, leadership, or services in schools. When applying for a license, each educator candidate must meet requirements in one or more endorsement area.
6. “Local Education Agency” (LEA) is any school district of this state and other entities as defined by this state’s statutes.
7. “Pathway to certification” means the experiences, courses, and requirements that an educator candidate must complete in order to be eligible for certification, either through an EPP or an alternate pathway.
8. “Public charter school” means a public charter school as defined by this state’s statutes.

SECTION 3. EDUCATOR SUPPLY AND DEMAND DATA DASHBOARD

1. The Department shall develop and maintain an Educator Supply and Demand Data Dashboard available on its public website containing information collected pursuant to this Act.
2. The Department is authorized to contract with a third-party vendor to produce the Dashboard, in accordance with state procurement requirements and data privacy laws and rules.
3. The Dashboard shall provide schools, students, parents, educators, and policymakers with:
 - a. a visual representation of the state’s data collection, reporting, and analyses; and
 - b. data presented and summarized in such a way as to support informed decision-making on education preparation programs, educator recruitment, and hiring practices.
4. The Dashboard shall include, but is not limited to, data on the following:
 - a. educator vacancies disaggregated by school, grade level, and endorsement;
 - b. the number of educator positions filled by long-term substitute teachers, unlicensed individuals, or educators with emergency credentials disaggregated by school, grade level, and endorsement;
 - c. the number and endorsement area(s) of active educator licenses statewide;
 - d. EPP enrollment and completion data annually, disaggregated by endorsement area(s);
 - e. the number of new educator licenses issued by the state annually, disaggregated by licensure pathway and including those issued through reciprocity with another state;
 - f. educator retention at one-year, three-year, five-year, and ten-year rates;
 - g. educator demographic data aggregated at the district and state level; and



- h. the number and endorsement area(s) of educator licenses that expired in the past year and the renewal requirements that the educators did not complete that led to the expiration.
5. The Department shall ensure that EPP and other relevant postsecondary programs, licensing, LEA, and other longitudinal data systems are integrated to allow the state to match teacher candidates with long-term teacher outcomes.
6. By [date], the Department shall annually report to the legislature on its implementation of this Act, including trends in educator supply, demand, and retention. The Department shall also provide recommendations to improve educator recruitment and retention.
7. The Department may adopt rules to implement this section.

SECTION 4. DATA COLLECTION AUTHORITY

1. The Department shall use existing data from K-12, postsecondary, EPP, and longitudinal data systems to prepare the Dashboard to the greatest extent possible.
2. The Department is authorized to collect additional data necessary to prepare and update the Dashboard.
3. LEAs, public charter schools, EPPs, and other relevant entities shall provide the requested data on forms provided by the Department according to a timeline established by the Department.

SECTION 5. PUBLIC EDUCATOR JOB POSTING DATABASE

1. The Department shall establish and maintain a Public Job Posting Database for LEAs and public charter schools to voluntarily advertise educator vacancies. The Job Posting Database may be part of the Dashboard or a separate website.
2. The Database shall, at a minimum:
 - a. allow an LEA or public charter school to post a current or anticipated educator vacancy;
 - b. provide for a time-limited expiration of a posting;
 - c. be searchable by, at a minimum, county, LEA, school, grade level, educator type, and endorsement area;
 - d. allow an educator to create a profile including his/her resume, state certifications, and cover letter and apply directly to a position through the database; and
 - e. be made available at no cost to a LEA, public charter school, or prospective employee.
3. The Department may contract with a third-party vendor to operate the database, in accordance with state procurement requirements.

SECTION 6. EFFECTIVE DATE

This Act shall take effect upon becoming law.